

## TASK FORCE RECOMMENDATIONS

This document outlines the President's, Governor's and Attorney General's Task Force Recommendations for changes for law enforcement and the effect of the recommendations on the Beavercreek Police Department.

In December 2014, President Barack Obama signed an Executive Order establishing the Task Force on 21<sup>st</sup> Century Policing. This resulted from: "events that exposed rifts between local police and communities they protect and serve."

In December 2014, Ohio Governor John Kasich signed an Executive Order establishing the Governor's Task Force on Community-Police Relations. The Task Force was to make recommendations to improve Community-Police Relations.

In December 2014, Ohio Attorney General, Mike DeWine appointed an Advisory Group on Law Enforcement Training. This group was tasked with examining how Ohio trains its law enforcement officers and to make recommendations on training.

### **Task Force on 21<sup>st</sup> Century Policing Recommendations**

- **Law enforcement culture should embrace a guardian mindset to build public trust and legitimacy**

BPD utilizes a guardian mindset through community partnership missions which further our community oriented policing philosophy.

- **Agencies should establish a culture of transparency and accountability**

BPD embraces a culture of transparency and accountability through its commitment to the Commission on Accredited Law Enforcement Agencies (CALEA). BPD commitment to transparency was evidenced when 2014 officer-involved shooting was turned over to an independent outside agency for investigation.

- **Agencies should promote legitimacy internally within the organization by applying the principles of procedural justice.**

BPD utilizes employee input in the development of all policies and procedures.

- **Agencies should proactively promote public trust by initiating positive non-enforcement activities**

BPD promotes positive non-enforcement community engagement through its school programs, open houses, police building tours, police participation at neighborhood block parties, citizen police academies, community crime prevention presentations and civilian volunteer programs.

- **Agencies should consider the potential damage to public trust when implementing crime fighting strategies**

BPD thoroughly evaluates the impact to public trust before implementing policing strategies.

BPD is currently exploring implementation of a Citizens Advisory Committee to further assist the police department in determining impacts of policing strategies and enhancing further the public trust.

- **Agencies should track the level of trust in police by their communities**

Random surveys are distributed by the police department to those having interaction with the department.

City surveys have been conducted with specific questions related to police services. The last two city surveys have indicated city residents had a 90% satisfaction rate with police services.

- **Agencies should strive to create a workforce that contains a broad range of diversity**

BPD continually strives to recruit and hire minorities to reflect city demographics. Since 2012 BPD has hired (12) police officers including (3) new hires that started June 29. (6) of the (12) hires are minority or female. Currently BPD has three African American police officers which reflect 6% of the officer workforce. The demographics for Beavercreek are 2.5% African American population according to the US Census.

- **Agencies should have comprehensive policies on the use of force. These policies must be clear, concise, and openly available for public inspection.**

BPD has a comprehensive Response to Resistance/Use of Force policy that conforms to CALEA standards. The policy is openly available for public inspection. Use of Force analysis annual reports are conducted by the Chief of Police and included in annual reporting. Annual reports are distributed throughout the community and a copy is maintained at the public library.

- **Agencies should be encouraged to collect, maintain and analyze demographic data on all detentions including arrests and traffic stops.**

BPD collects demographic information on all traffic stops and arrests. Monthly and annual reports reflect the data collected. Chief of Police conducts an annual review and analysis of the data collected for trends, patterns and training needs.

- **Agencies should create policies and procedures for policing mass demonstrations**

BPD currently has a policy and does training with agency personnel to address mass demonstrations.

- **Some form of civilian oversight is important to strengthen trust in the community. Every community should define the appropriate form and structure to meet the needs of the community.**

BPD is currently exploring implementation of a Citizen's Advisory Committee to further strengthen trust in the community.

- **Agencies and municipalities should refrain from practices requiring officers to issue a predetermined number of tickets, citations or arrests to generate revenues.**

City of Beavercreek and BPD do not endorse or condone a quota enforcement system. Traffic enforcement is a police responsibility and is conducted to promote traffic safety and reduce traffic crashes/fatalities. Generating revenue is not the objective of BPD's traffic enforcement efforts.

- **Law enforcement officers should be required to seek consent before a search**

BPD policy prohibits searches without consent or without a warrant unless probable cause and/or exigent circumstances are present as outlined under current law.

- **Agencies should adopt and enforce policies prohibiting profiling**

BPD has a policy prohibiting biased based profiling and does not condone or authorize such activity. Annual training is conducted with all employees which outlines and reinforces violations will not be tolerated and subject to disciplinary action.

- **Agencies should adopt policies requiring officers to provide their names to individuals they have stopped along with the reason for the stop**

BPD policy requires that uniformed officers wear name plates, provide their name upon request and advise the reason for the stop.

- **Agencies should encourage public engagement and collaboration including the use of citizen advisory bodies, when developing a policy for the use of new technology**

BPD currently incorporates input from all levels of the organization.

BPD is currently exploring implementation of a Citizen's Advisory Committee to further assist the police department with citizen input.

BPD has also formed a committee to explore the use of body cameras. A pilot program is being developed to further evaluate the pros and cons of their use.

- **Agencies should adopt model policies and best practices for technology-based community engagement that increases community trust and access**

BPD currently uses law enforcement best practices in compliance with the Commission on Accredited Law Enforcement Agencies (CALEA) and Miami Valley Risk Management Association (MVRMA) guidelines.

- **Agencies should develop and adopt policies and strategies that reinforce the importance of community engagement**

Community policing and engagement is infused throughout the culture and organizational structure of the BPD.

- **Agencies should engage in multi-disciplinary, community team approaches for planning, implementing and responding to crisis situations**

BPD officers receive advanced training with multi-disciplinary teams in planning, implementing and responding to crisis situations.

- **Agencies should work with neighborhood residents to identify problems and collaborate on implementing solutions**

BPD's community oriented policing philosophy encourages officers to work in collaboration with residents to co-produce public safety by identifying and resolving problems. Additional avenues of collaboration engagement are done through citizen police academies and our ride-along program.

- **Agencies should engage community members in the training process.**

BPD engages community members in the police training process through open houses, community presentations and citizen's police academies.

- **Agencies should provide leadership training to all personnel throughout their careers**

BPD employees take part annually with their direct supervisor in formal Career Development meeting discussions. These sessions are conducted to identify areas of training for each employee to be pursued for the following budget year. Leadership training is a part of an employee's Career Development path within the BPD.

### **Governor's Task Force Recommendations**

- **Minimum (40) Hours of training**

BPD officers have received an average of (87) hours of training per officer annually since 2012.

- **State-wide accreditation standards**

BPD already meets national accreditation standards through Commission on Accredited Law Enforcement Agencies (CALEA). This could be a model going forward for Ohio.

- **Minimum standards for officer discipline**

BPD already has a discipline system of accountability incorporated in its policies.

- **Create an automated early warning system to identify police officers with propensity to use unnecessary force**

BPD already utilizes an early warning system to identify these trends. The “Personnel Early Intervention Program” utilized by BPD requires supervisors to monitor employees for patterns and trends which may require agency intervention efforts.

- **Minimum requirements for background checks on applicants**

BPD conducts thorough background checks on all police department employees before hiring.

- **Every applicant be given a psychological evaluation**

BPD conducts psychological exams on all applicants extended a conditional offer of employment with the City of Beavercreek.

- **Physical fitness standard be adopted for all police officers.**

BPD requires all police applicants pass a physical fitness standard.

- **Thoroughly investigate body camera policies and procedures to develop best practices for law enforcement use.**

BPD has established a committee to develop policies and procedures for implementation of a pilot program on body camera use as recommended by the Ohio Association of Chiefs of Police.

- **Independent special investigation and oversight in police involved uses of deadly force.**

BPD, in keeping with its pledge of transparency, used an independent outside agency to investigate the 2014 officer-involved shooting.

- **Encouraging ongoing dialogue among local community members.**

BPD engages in ongoing dialogue with community members and groups through open houses, police department tours, attending neighborhood block parties, conducting community presentations and citizen police academies held on an annual basis.

BPD is currently exploring implementation of a Citizen’s Advisory Committee as an additional means to facilitate community input and feedback.

- **Increase opportunities for law enforcement to interact positively with youth in the community and in schools.**

BPD has established relationships with our schools through the DARE and SRO programs.

Officers' routinely conduct police building tours and safety presentations throughout the community for youth organizations.

Officers' conduct daily visits of schools as part of their routine patrol duties in order to facilitate positive interaction with students and staff.

- **Mandatory data collection of social, demographic data on all involuntary, police initiated contacts with citizens**

BPD currently tracks demographics on all traffic stops and arrests and this data is reported in monthly and annual reports.

### **Ohio Attorney General Report Recommendations**

**Advisory group recommended the following should occur before a police applicant starts his/her training:**

High School Diploma or GED

Drug Screening

Psychological Exam

Truth Verification Test

Physical Fitness Exam

Criminal Disqualifiers (any sex offense and misdemeanor crimes of violence)

Beavercreek Police Department already has these standards in place as requirements in the hiring process for police officer. Additionally, higher education degrees are held by (35) of the current (49) police officers of the Beavercreek Police Department. All officers possess High School Diplomas. Breakdown of degrees held by officers:

9 Associate Degrees

20 Bachelor Degrees

6 Masters Degrees

- **(40) Hours of Advanced Training Annually**

Current state mandate is (4) hours annually to maintain certification. BPD has averaged at least (87) hours of training per officer annually since 2012.

- **Perishable Skills Advanced Training to include scenario based training as part of the (40) hour mandate**

BPD already does scenario based training in Use of Force and Active Threat/Shooter Trainings.

- **Annual Use of Force Review with officers**

BPD does an annual review of the Response to Resistance/Use of Force policy with all officers and conducts scenario based training as part of the review. Additionally, as part of the CALEA accreditation process, the standards require each Use of Force incident undergo a layered supervisor review process. The Chief also completes an annual Response to Resistance/Use of Force report to analyze patterns, trends and/or training needs.

- **Mental Health Update Training**

BPD already does annual mental health training with officers. Additionally, (24) officers have completed (40) hour advanced Crisis Intervention Training (CIT) to assist officers to responding to calls involving subjects with mental illness.

- **All law enforcement agencies to implement a Field Training Program**

BPD already has a (12) week Field Training Program which each new police officer must successfully complete to be released to solo patrol status.

- **All law enforcement agencies adopt a use of force policy.**

BPD already has a comprehensive Response to Resistance/Use of Force Policy in compliance with CALEA standards.

- **Every jurisdiction have a specialized police response program (CIT) or mental health response team.**

BPD currently has (24) trained Crisis Intervention officers to respond to subjects with mental health issues.

- **Dispatchers receive standard training on correctly identifying calls.**

BPD dispatchers undergo a (12) week Communications Operator Training (CTO) program upon hire and annual certification trainings. Additionally, a Quality Control review is conducted on random calls to provide dispatchers feedback. All critical incidents undergo an after action review with dispatcher participation.

- **Agencies use evidence-based policing strategies.**

BPD already uses best practices in policing strategies as confirmed by the Commission on Accredited Law Enforcement Agencies (CALEA) and Miami Valley Risk Management Association (MVRMA).



- **Agencies should participate in a “lessons learned” or “close calls” database through the Attorney General’s Office. This database allows departments throughout the state access to anonymously submitted reports, agency created solutions, and training opportunities relevant to the close call.**

BPD participates with the Attorney General’s database.

- **All law enforcement agencies should meet minimum standards.**

BPD meets or exceeds national law enforcement best practice standards through CALEA Accreditation.

- **Law enforcement agencies should incorporate community-policing strategies into the culture of their officer’s daily activities.**

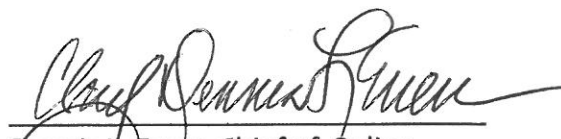
BPD utilizes a community-oriented policing philosophy. “Working in partnership with the community” is the core principal of the departmental Mission Statement and guides the department’s daily policing activities.

### **Summary**

The Beavercreek Police Department meets or exceeds the proposed recommended law enforcement changes outlined in the reports of the Task Force on 21<sup>st</sup> Century Policing, Governor’s Task Force on Community-Police Relations, and the Advisory Group on Law Enforcement Training.

Submitted

8/11/15  
Date

  
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